The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

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CPC Salary Survey

A study of 1984-85 beginning offers/Preliminary Report December 1984

The Class of '85 is heading into an improved job market.

Although the economy is still feeling the effects of the summer and fall slowdown, the nation isn't likely to tip into recession anytime soon. In fact, most forecasters expect the economy to shake off the current sluggishness and pick up momentum through 1985.

This outlook was reflected in a projected upswing in hiring demand reported in CPC's October *Recruiting '85*. Now, the Preliminary *Salary Survey* Report also supports this trend. Just about every discipline reported increased numbers of offers compared with this time last year. Overall, bachelor's offers jumped from 2,267 in December 1983 to 3,904 this year.

The number of reported offers was no surprise. Starting salaries were. Based on conversations with employers and placement professionals, an upward movement in starting rates was expected, particularly in the engineering and technical disciplines. With few exceptions, the data in the Preliminary Report do not reflect this.

Twelve of the 25 bachelor's-degree disciplines reported starting salary offers below those reported in July 1984. Another seven disciplines reported increases of less than 1 percent to 2 percent over the July figures. Only six posted gains of 3 percent or more.

Although there is little doubt that engineering graduates will reap the benefits of an improved job market, those benefits may not translate into increased salaries. Two engineering disciplines that were expected to show at least modest salary increases instead reported averages that were slightly below the July figures. Electrical engineering, while achieving a healthy gain in the number of job offers, slipped from $2,213 per month in July to $2,203 per month. And mechanical engineering's current average of $2,174 was just below the July average of $2,190.

The picture at the master's level is similar—improvement in the number of offers compared with a year ago, but little movement in starting salaries.

The CPC Preliminary Report covers the period from September 1 to December 7. The data include offers extended to students graduating between September 1, 1984, and August 31, 1985. There are 187 placement offices at 163 colleges and universities participating in the *Salary Survey*.

Additional copies of the report can be obtained for $1.00 each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	878	445	$1,643	$1,607	$1,627	1.0%	$1,875	$1,666	$1,444
Business-General (incl. Management)	360	241	1,560	1,465	1,555	0.3	2,000	1,542	1,166
Marketing & Distribution	207	106	1,511	1,476	1,485	1.8	1,875	1,500	1,166
HUMANITIES & SOCIAL SCIENCES									
Humanities	98	59	1,289	1,368	1,477	-12.7	2,000	1,200	750
Economics[1]	53	16	1,434	1,280	1,665	-13.9	1,875	1,435	900
Other Social Sciences	156	82	1,304	1,332	1,452	-10.2	1,872	1,250	801
ENGINEERING									
Aeronautical	45	24	2,170	2,055	2,153	0.8	2,383	2,208	1,863
Chemical	138	74	2,329	2,132	2,285	1.9	2,500	2,375	2,100
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	108	65	1,939	1,976	1,897	2.2	2,250	1,912	1,700
Electrical (incl. Computer Engrg.)	742	527	2,203	2,148	2,213	-0.5	2,450	2,250	1,867
Geological	3	3	2,418	1,948	2,041	18.5	*	*	*
Industrial	91	28	2,126	2,096	2,102	1.1	2,417	2,200	1,750
Mechanical	395	210	2,174	2,094	2,190	-0.7	2,417	2,208	1,866
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	15	17	2,179	2,161	2,213	-1.5	*	*	*
Mining	3	5	1,972	2,325	2,073	-4.9	*	*	*
Nuclear (incl. Engrg. Physics)	13	+	2,146	+	2,199	-2.4	*	*	*
Petroleum	52	24	2,638	2,447	2,464	7.1	2,850	2,704	2,200
Engineering Technology	94	94	2,149	2,063	2,078	3.4	2,416	2,135	1,830
SCIENCES									
Agricultural Sciences	17	17	1,512	1,500	1,418	6.6	*	*	*
Biological Sciences	18	9	1,571	1,244	1,402	12.1	*	*	*
Chemistry	9	5	1,701	1,587	1,756	-3.1	*	*	*
Computer Science	294	137	1,973	1,898	2,046	-3.6	2,270	2,031	1,625
Health (Medical) Professions	66	54	1,889	1,308	1,576	19.9	2,333	1,813	1,500
Mathematics	23	12	1,940	1,673	1,950	-0.5	2,416	2,000	1,435
Other Physical & Earth Sciences	26	13	1,890	1,523	1,900	-0.5	2,220	1,938	1,435
Totals	3,904	2,267							

[1]Includes economics programs with both business and social science orientation.

*Not computed for fewer than 20 offers.

+No offers reported.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84

Bachelor's Degree Candidates
(Data Combined for Men and Women)

Functional Area for All Types of Employers	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	896	446	$1,645	$1,605	$1,626	1.2%	$1,900	$1,666	$1,450
Business Administration	276	119	1,512	1,470	1,537	-1.6	2,051	1,500	1,000
Communications	78	36	1,174	1,472	1,493	-21.4	1,855	1,138	700
Community & Service Orgs. Work	25	33	1,573	1,350	1,263	24.5	2,500	1,566	958
EDP-Programming/Systems	319	145	1,996	1,907	2,040	-2.2	2,300	2,042	1,650
Engineering	1,589	927	2,200	2,130	2,195	0.2	2,465	2,250	1,865
Farm & Natural Resources Management	10	8	1,488	1,412	1,379	7.9	*	*	*
Finance & Economics	121	78	1,627	1,444	1,677	-3.0	2,000	1,650	1,200
Health (Medical) Services	72	58	1,847	1,331	1,530	20.7	2,333	1,771	1,311
Manufacturing &/or Industrial Operations	42	103	1,971	1,990	2,027	-2.8	2,325	2,042	1,506
Mathematics/Statistics	24	12	1,916	1,639	1,870	2.5	2,416	1,979	1,435
Merchandising/Sales Promotion	193	101	1,415	1,371	1,412	0.2	1,750	1,417	1,000
Personnel/Employee Relations	18	15	1,726	1,220	1,509	14.4	*	*	*
Research--Non-Scientific	19	12	1,782	1,590	1,746	2.1	*	*	*
Research--Scientific	32	43	1,957	1,836	1,949	0.4	2,417	2,000	1,435
Rotational Training--Non-Technical	26	24	1,361	1,407	1,418	-4.0	1,791	1,342	900
Rotational Training--Technical	9	20	1,800	1,972	2,070	-13.0	*	*	*
Sales--Non-Technical Degree	145	79	1,505	1,460	1,525	-1.3	1,916	1,500	1,025
Sales--Technical/Scientific Degree	10	8	2,050	1,874	1,957	4.8	*	*	*
Totals	3,904	2,267							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84
(Data Combined for Men and Women)

Master's Degree Candidates
Inexperienced (One year or less
of full-time, non-military employment)

Graduate Program	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	83	71	$2,067	$1,884	$1,933	6.9%	$2,333	$2,000	$1,750
MBA--Non-Technical Undergraduate	96	75	2,093	1,954	2,375	-11.9	2,500	2,100	1,583
MBA--Technical Undergraduate	15	13	2,453	2,151	2,541	-3.5	*	*	*
MS-Business (incl. Management, Marketing, Finance, etc.)	14	13	2,177	2,023	2,279	-4.5	*	*	*
Industrial Management (incl. Industrial Administration)	3	3	2,198	1,792	2,223	-1.1	*	*	*
Administration (incl. Public, Hospital, etc.)	9	7	2,158	1,686	1,929	11.9	*	*	*
HUMANITIES & SOCIAL SCIENCES									
Humanities	7	6	1,617	1,492	1,561	3.6	*	*	*
Social Sciences	32	11	1,629	1,797	1,648	-1.2	2,000	1,557	1,200
ENGINEERING									
Chemical	9	11	2,331	2,381	2,557	-8.8	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	30	18	2,242	2,194	2,227	0.7	2,650	2,271	1,833
Electrical (incl. Computer Engrg.)	88	35	2,679	2,470	2,584	3.7	2,935	2,700	2,375
Industrial	5	5	2,246	2,543	2,504	-10.3	*	*	*
Mechanical	44	24	2,417	2,455	2,524	-4.2	2,708	2,437	2,165
Nuclear (incl. Engrg. Physics)	4	1	2,495	2,400	2,471	1.0	*	*	*
SCIENCES									
Chemistry	2	2	1,916	1,958	2,228	-14.0	*	*	*
Computer Science	49	14	2,558	2,440	2,505	2.1	3,100	2,525	2,041
Geology & Related Geological Sciences	15	6	2,552	2,338	2,440	4.6	*	*	*
Mathematics	2	1	2,600	2,100	2,397	8.5	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	6	4	2,531	2,490	2,480	2.1	*	*	*
Totals	513	320							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84
(Data Combined for Men and Women)

Master's Degree Candidates Experienced[1]

Graduate Program	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Over 1 to 2 years									
MBA--Non-Technical Undergraduate	22	13	$2,311	$2,130	$2,694	-14.2%	$3,000	$2,357	$1,750
MBA--Technical Undergraduate	2	2	2,645	2,125	2,778	-4.8	*	*	*
Over 2 to 4 years									
MBA--Non-Technical Undergraduate	11	1	2,637	2,500	2,768	-4.7	*	*	*
MBA--Technical Undergraduate	2	+	2,625	+	2,896	-9.4	*	*	*
Over 4 years									
MBA--Non-Technical Undergraduate	18	10	2,639	2,309	2,818	-6.4	*	*	*
MBA--Technical Undergraduate	3	+	3,151	+	3,004	4.9	*	*	*
Totals	58	26							

DOCTORAL DEGREE CANDIDATES

ENGINEERING									
Chemical	3	3	$3,367	$3,267	$3,239	4.0	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1	+	2,000	+	3,108	-35.7	*	*	*
Electrical (incl. Computer Engrg.)	7	5	3,393	3,228	3,430	-1.1	*	*	*
Mechanical	9	+	2,863	+	3,199	-10.5	*	*	*
SCIENCES									
Chemistry	10	14	2,769	2,857	2,960	-6.5	*	*	*
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	4	3	2,125	3,444	2,963	-28.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	4	+	2,992	+	3,212	-6.9	*	*	*
Physics	8	8	3,174	2,935	3,201	-0.8	*	*	*
Totals	46	33							

[1] Years of previous full-time, non-military employment.
* Not computed for fewer than 20 offers.
+ No offers reported.